

1999 Annual Report

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL



**Presented to the Director of the
Department of Labor and Industries**

April 2000

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Gary Moore, Director
Department of Labor and Industries
P. O. Box 44001
Olympia, Washington 98504-4001

Dear Mr. Moore:

I am pleased to submit the 1999 Annual Report on behalf of the Washington State Apprenticeship & Training Council. This report includes statistical data, program activities, mission, and vision. Apprenticeship in the State of Washington continues to expand. We currently have over 10,000 apprentices and, with the Governor's Executive Order, that number will continue to increase.

We feel that apprenticeship offers a great opportunity to the citizens of our state. With the Governor's commitment, as well as the Department's participation at job fairs in conjunction with our quarterly Council meetings, we continue to grow. The Council members and the Department have been supporting programs that promote apprenticeship, including Pathways to Apprenticeship, a program developed to inform high school vocational counselors and staff of apprenticeship opportunities for their students. This program has been very successful statewide and we plan to continue this support.

Apprenticeship is a system that thrives on partnerships between labor, management, the educational community, and other community organizations. The Washington State Apprenticeship & Training Council is committed to assisting in processes that bring organizations together for the benefit of the system. We are also committed to overseeing the welfare of the individual indentured apprentices.

We look forward to meeting the challenge of the upcoming year. The Council's Goals for 2000 are to continue to expand the apprenticeship opportunities for apprentices and the program sponsors.

Sincerely,

Alan O. Link, Chair
Washington State Apprenticeship & Training Council

Enclosures

COUNCIL MEMBERS

Employer Members	Melinda Nichols (Chair, through Apr 99) Jesse Lill LaFrank Newell, (Vice-chair, effective Apr 1999)
Public Members	Dr. Alfred Langan (Oct 1998 - Feb 1999) Susan W. Crane (effective Aug 1999)
Employee Members	Lawrence Crow Al Link (Chair, effective Apr 1999) Karen Carter
Ex Officio Members	Ellen O'Brien Saunders, Executive Director Washington State Workforce Training & Education Coordinating Board Carver Gayton, Commissioner Employment Security Department

APPRENTICESHIP PROGRAM STAFF

• Secretary to the Council	Patrick Woods
• Apprenticeship Program Manager	Nancy J. Mason
• Apprenticeship Coordinator 2	Bill Chrisman
• Recording Secretary	Evelyn J. Carlson (Retired Jan 1999) Dianna Staley (effective Apr 1999)
• Assigned Assistant Attorney General for the Council	Aaron Owada (Jan 1999 – Jan 2000)
• Central Office Staff	Danielle Rau Michael Thurman Deahanna Hernandez

Note: Photographs on the cover are courtesy of the following programs:

- Snohomish County P.U.D. Number 1 Apprenticeship Committee
- Western States Operating Engineers Institute of Training Apprenticeship Committee
- Pacific Northwest Ironworker and Employer Apprenticeship & Training Committee #114
- Dr. Gary Martinkus and Associates

LABOR AND INDUSTRIES' APPRENTICESHIP COORDINATORS

Region 1 - Snohomish, Skagit, Whatcom, Island, and San Juan counties	Ernie Bennett
Region 2 - King county	Anne Wetmore John "Jack" Wojtanowicz
Region 3 - Pierce, Kitsap, Clallam, and Jefferson counties	Pam Doss
Region 4 - Longview Office - Wahkiakum, Cowlitz, Clark, Skamania, and the Southern part of Pacific county	Ed Madden
Region 4 - Tumwater Office - Grays Harbor, Mason, Thurston, Lewis, and the Northern part of Pacific county	Alice Curtis
Region 5 - Central Washington	Marcia Brown
Region 6 - Eastern Washington	Evie Lawry

MISSION

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, and education.

VISION

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

VALUES

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- ❻ Views the safety, health and education of all apprentices as a paramount concern.
- ❼ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ❽ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey level craft person or trade professional. Apprenticeship programs are a proven success in Washington. They offer key benefits not normally found in other education and job training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprenticeship prepares individuals for work in more than 100 occupations across the state.

More than four decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the Council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered together by representatives of employers and employees. The key indicators of an effective program are:

- ❶ The ratio between apprentices and journey level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.

"Plant" apprenticeship programs are developed for a specific occupation in a particular employer's work site.

KEY EVENTS IN 1999

In a landmark move, the Washington State Apprenticeship and Training Council (WSATC) approved six merit shop programs. These included the trades of Sheet Metal Worker, Construction Electrician, Carpenter, Heating Ventilation and Air Conditioner (HVAC), Painter/Decorator, and Plumber. In addition, nontraditional and emerging occupation programs have been approved that include optician and childcare.

As a result of the reciprocity agreement with Oregon, dual registration for apprentices has been eliminated.

The Department of Labor, Bureau of Apprenticeship Training (BAT) awarded two grants for apprenticeship development. One to Apprenticeship and Nontraditional Employment for Women (ANEW) for pre-apprenticeship, and one to the state to develop a child care apprenticeship program.

Information was sent to all programs advising them of the correct procedures to notify Labor and Industries of apprentice injuries that occur in the classroom environment. Of 18 school-related injuries that were reported to the Department, one was successfully protested. Investigation revealed this injury did not occur in the classroom.

The Bureau of Apprenticeship and Training review report of the Apprenticeship Program was received and reviewed. As a result of this report, the WSATC has directed the Washington Administrative Code (WAC) ad-hoc review committee to also address the Revised Code of Washington (RCW). The Council renamed the committee to be the WAC/RCW Committee. With the appointment of the new public member, these meetings resumed in December, 1999.

Michael Thurman of the Apprenticeship Section completely redesigned the Specialty Compliance Services Division (SCSD) home page. This included the Apprenticeship home page and placing many of Apprenticeship's electronic forms onto the Internet.

Due to an increased demand for the Apprenticeship Booklet, the 1999 revision of the booklet was printed and shipped to all programs in July 1999 and in December 1999. The new booklet also included pictures that were furnished by various Apprenticeship Programs.

In June, Washington hosted the annual NASTAD (National Association of State and Territorial Apprenticeship Directors) conference. Some of the best practices in apprenticeship were showcased. In addition to the many states represented, the Department of Labor – BAT director and staff also attended.

Informational presentations, "Building Better Communities Through Apprenticeship Training" have been initiated. Educators and public officials were invited to the first

presentation which was held in conjunction with the October 1999 WSATC meetings. As a result of the success of this program, presentations will now be conducted each quarter during WSATC week.

The information for the 1997/1998 Compliance/Affirmative Action Reviews was mailed to the Apprenticeship Coordinators and Apprenticeship Programs in April 1999. Compliance Reviews on several programs were completed. Programs that have their main business office in Oregon were not reviewed due to the reciprocity agreement. Review information on these Oregon-based programs was requested and received from Oregon.

IN MEMORY

Bruce Brennan (August 15, 1925 to March 31, 1999)

On March 31, 1999, Bruce F. Brennan, former member of the WSATC passed away.

After graduating from the University of Puget Sound, his career included teaching in the Puyallup School District, Occupational and Information Director for the Tacoma Vocational Technical Institute, Director of LH Bates Vocational Technical Institute, and Assistant Superintendent of Public Instruction for Vocational and Adult Education for the State of Washington. Bruce served on the Washington State Apprenticeship and Training Council for 12 years, the Tacoma Planning Commission, Pierce County Human Relations Commission, the Mt. Rainer Boy Scout Council, the Selective Service Board, and many other community organizations.

In memory of Bruce, an annual award has been created by the Washington State Labor Council to recognize contributions made by individuals for the betterment of vocational education and apprenticeship training. The first year recipient of this award was Lew Stewart - past education and safety director for Washington State Labor Council and a long time friend of Bruce Brennan. The plaque reads:

Bruce Brennan Memorial Award: In recognition of outstanding service to the principles of Apprenticeship, Training, and Education in Washington State.

"When management and labor meet jointly and equally together and unite with a single objective, there is virtually no goal that cannot be constructively and cooperatively achieved." Bruce Brennan - Feb. 1999

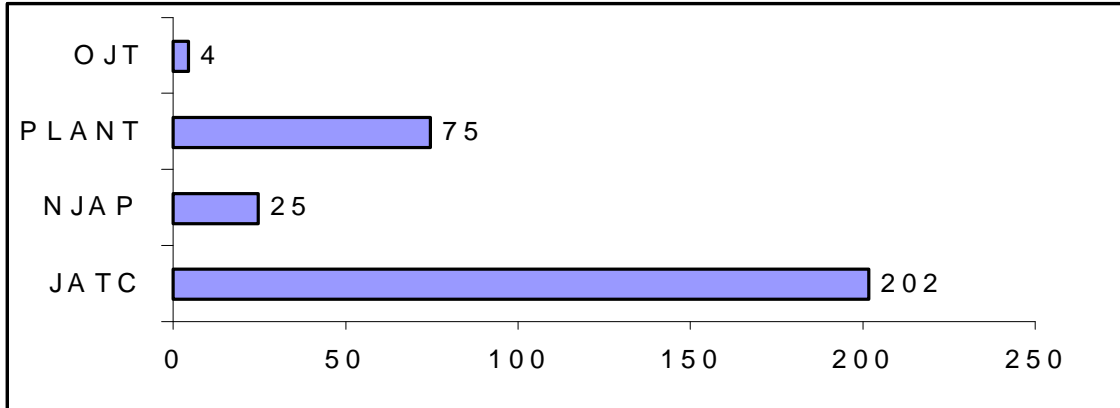
Dan Hainline (January 4, 1952 to June 5, 1999)

Mr. Hainline, was born on January 4, 1952 in Portland Oregon, where he remained until achieving his Masters of Science Degree from Portland State University in 1974. After graduating from the University, he spent many years working with the Peace Corps.

Upon his return to the Northwest, he began his career with the Department of Labor and Industries, ESAC Division, State of Washington. Mr. Hainline worked for the Department for 19 years. In 1988 he transferred his talents to be an Apprenticeship Coordinator 1 in the Tacoma Labor & Industries office, where he remained until his untimely death. Mr. Hainline passed away on June 5, 1999.

SUMMARY OF APPRENTICESHIP DATA

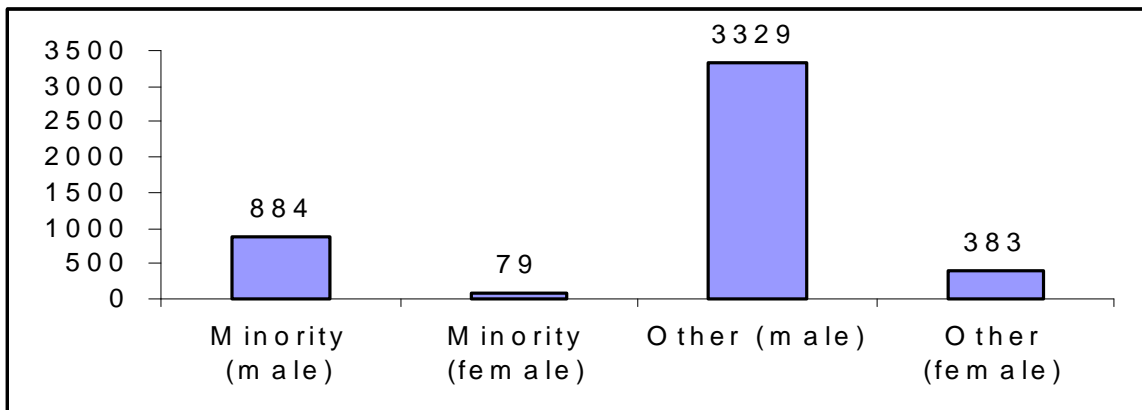
Table 1. Number of Active Apprenticeship Programs in 1999



Note: (OJT - On-The-Job Training; NJAP - Non-Joint Apprenticeship Programs; JATC - Joint Apprenticeship and Training Committee)

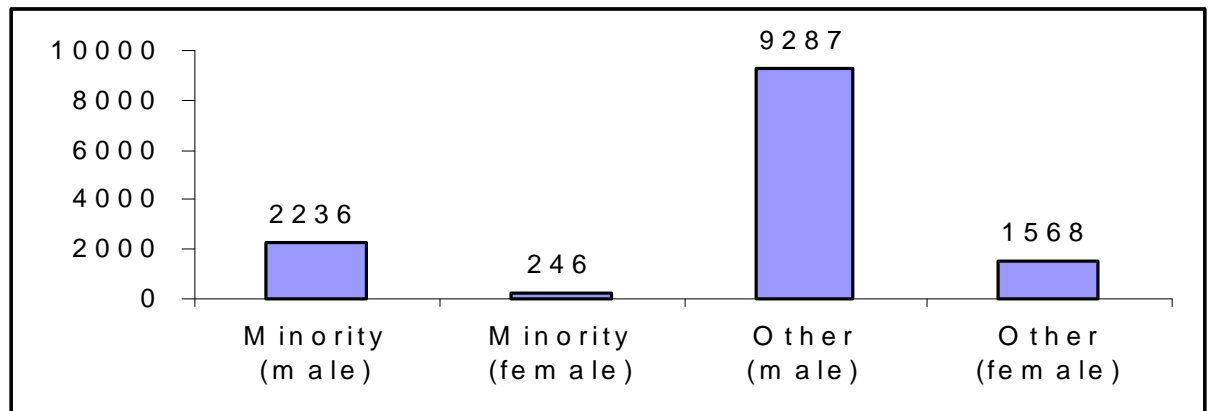
- A total of 306 programs were active in 1999.
- 25 new programs were added with a total of 35 trades/occupations
- 5 new trades/occupations were added to existing programs

Table 2. Apprentices Indentured in 1999



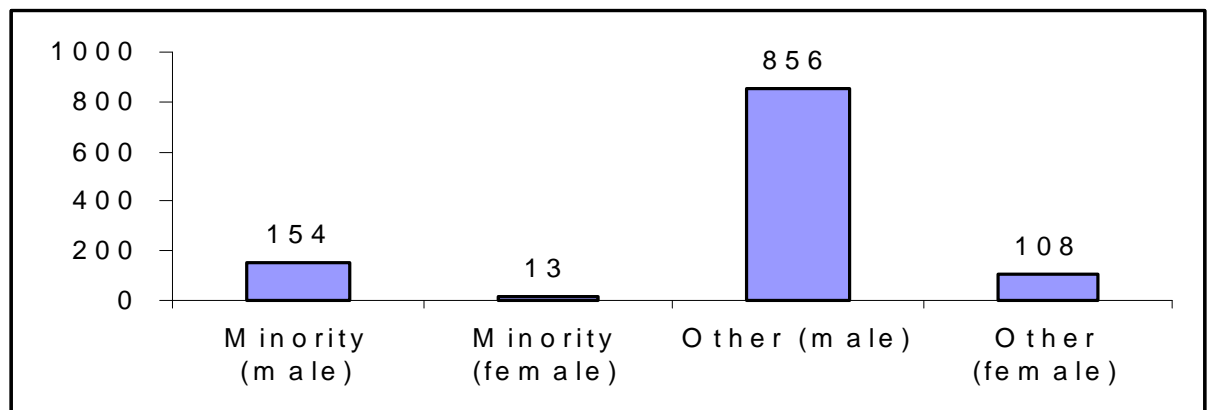
Note: Total apprentices indentured in 1999 = 4,675

Table 3. Active Apprentices in 1999



Note: Total active apprentices in 1999 = 13,337

Table 4. Apprentices Completing Apprenticeships in 1999



Note: Total apprentices completing Apprenticeships in 1999 = 1,131

1999 APPRENTICESHIP COMPLETIONS

More Than 100 Completions

189 Construction Electrician

50 to 99 Completions

98 Carpenter

56 Laborer

54 Drywall Metal Stud, Acoustical Ceiling Applicator

25 to 49 Completions

49 Construction Lineman

35 Ironworker

34 Instructional Assistant

33 Cement Mason

33 Corrections Officer

31 Lineman

29 Bricklayer

27 Painter/Decorator

10 to 24 Completions

24 Commercial Glazier

24 Plumber

23 Roofer

22 Meatcutter/Retail

22 Sprinkler Fitter

21 Sheet Metal Worker

19 Firefighter

18 Steamfitter

17 Construction Equipment Operator

17 Tree Trimmer

13 Automotive Machinist/Automotive Repair Shop

13 Low Energy/Sound and Communication

13 Plasterer

13 Pointer/Cleaner/Caulker

12 Drywall Finisher

12 Machinist

12 Millwright

5 to 9 Completions

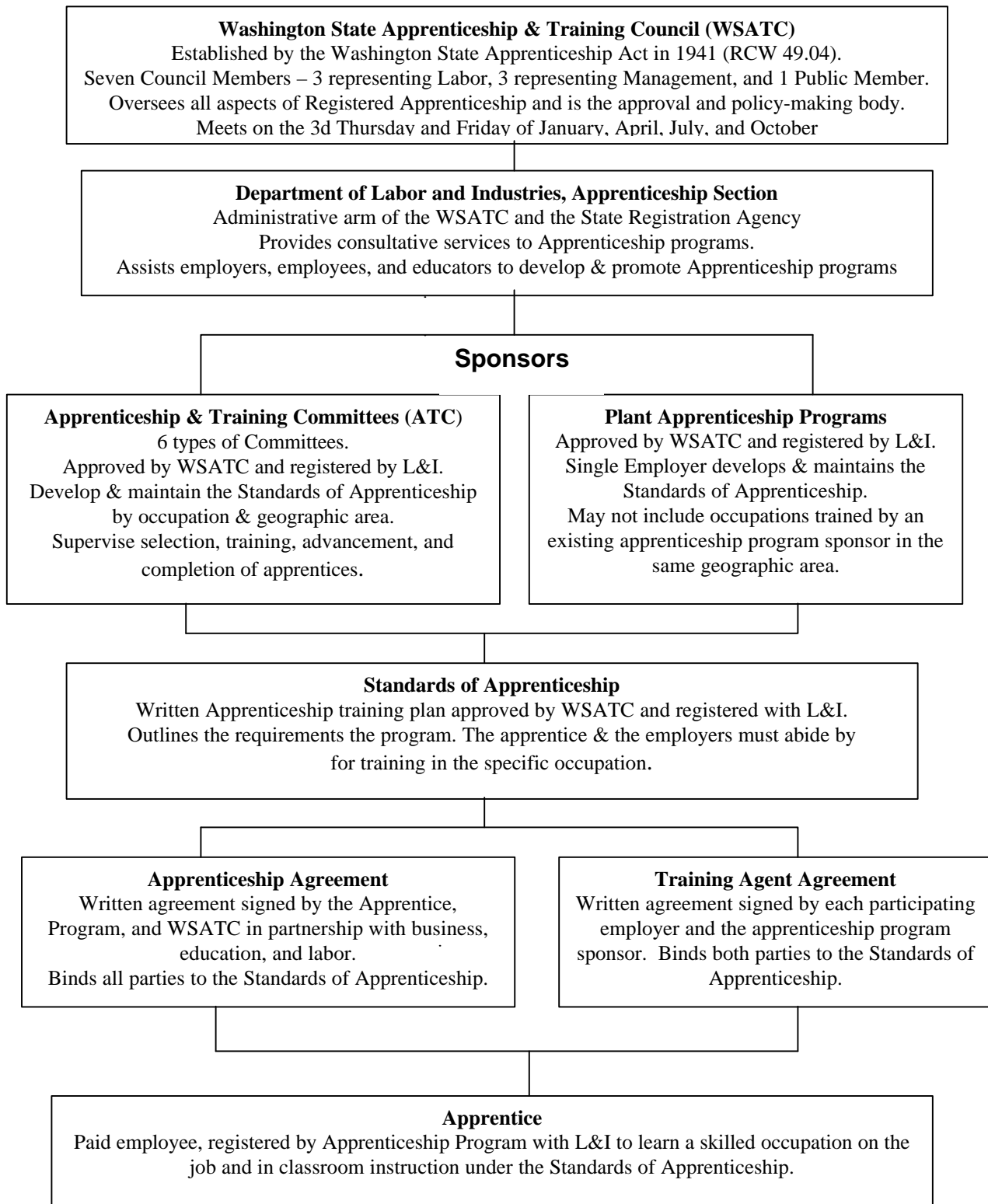
7	Brick/Tile/Terrazzo and Marble Finisher
7	Carpet/Linoleum Resilient Tile Layer
7	Cement Finishers
7	Industrial Millwright
7	Marine Sheet Metal Worker
7	Refrigeration Mechanic
7	Residential Carpenter
6	Asbestos Worker
6	Dispensing Optician
6	Maintenance Lineman
6	Potable Water Supply and Service Worker
6	Residential Wireman
5	Acoustical Applicator
5	Automotive Machinist
5	Carpenter Piledriver
5	Pipefitter
5	Residential Sheet Metal Worker
5	Tilelayer

Under 5 Completions

4	Boilermaker
4	Child Care Assistant Associate I
4	Drywall Finisher Taper
4	Electrician Constructor
4	Insulation Applicator
4	Residential Glazier
4	Secretary (Clerical)
4	Watershed Restoration/Resource Worker
3	Environmental Control Painter
3	Facilities Custodial Services Technician
3	Heavy Duty Repairman Mechanic
3	Industrial Maintenance Electrician/Electronics
3	Industrial Maintenance Millwright
3	Maintenance Electrician
3	Scaffold Erector
3	Soft Tooler
3	Trailer/Container/Van Mechanic
2	Auto Painter
2	Boilermaker, Field Construction and Repair
2	Cable Splicer
2	Gas Main Fitter
2	Industrial Maintenance Electrician

2	Instructional Aide
2	Lighting Electrician
2	NC/Spar Mill Operator
2	Sheet Metal Service Technician
2	Teamster
2	Tool and Die Maker
2	Traffic Control Painter
1	Cabinet Maker
1	Child Care Site Coordinator Associate II
1	Coach Heavy Duty Diesel Mechanic
1	Heavy Duty Equipment Mechanic
1	Heavy Duty Repairer
1	Hoisting Engineer
1	Industrial Electrician
1	Industrial Maintenance Mechanic/Repairer
1	Lather
1	Maintenance Machinist
1	Marine Machinist
1	Meter Repairman
1	Mill and Cabinet Maker
1	Modelmaker
1	Production Mill Cabinet
1	Substation and Meter Technician
1	Teachers Assistant for Blind & Vision Impaired
1	Tile/Terazzo/Marble Finisher
1	Tooling Inspector
1	Water Pollution Control Plant Operator

Registered Apprenticeship in Washington State



FOR MORE INFORMATION

Apprenticeship Program
Department of Labor and Industries
PO Box 44530
Olympia, WA 98504-4530
360-902-5320
Web site: <http://www.lni.wa.gov/scs/apprenticeship/index.htm>

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